

1962

TENTH ANNUAL REPORT
OF THE
NEWARK HUMAN RIGHTS COMMISSION

MAY 64

SUBMITTED TO
HUGH J. ADDONIZIO, MAYOR
AND
THE NEWARK MUNICIPAL COUNCIL

Frank Addonizio
Lee Bernstein
Michael A. Bontempo

Ralph A. Villani, Pres.
John A. Brady
Anthony Giuliano

Philip E. Gordon
Joseph V. Melillo
Irvine I. Turner

by

Alexander Mark, Chairman

William M. Ashby
Jordan B. Baris
John F. Cahill
William T. Conway

Leonard L. Holman
Dr. Maxwell M. Kaye
Lt. John M. Marks

Philip O. Mayer
Louis S. Pitts
Marie E. Radel
Dr. Jack York

Daniel S. Anthony, Director
Miss Ivory Hutchins, Assistant Director

Mrs. Lena Deane
Mrs. Rebecca F. Mittleman
Miss Carolyn Morgan

March, 1963
Room 214, City Hall
Newark 2, New Jersey

Commission Appointees 1963

Mr. Paul Cavicchia

Mr. Lucius Tompkins

Mrs. Sylvia Josephson

Staff Additions 1963

Ralph Zinn, Assistant Director
John Barnes, Community Relations

Mrs. Marie Gonzalez,
Spanish Affairs

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Miss Ivory Hutchins as acting director of Newark Human Rights Commission carried out the mandates of Chairman Alexander Mark and the 12 members of the lay board in the absence of Director Daniel S. Anthony. Charles Hayes, Field Worker and Research Assistant, aided Miss Hutchins until he left the staff in April, 1962.

Mrs. Rebecca F. Mittleman, office secretary, was able to guide and assist Miss Hutchins in the projects undertaken and completed during this transition period. Her long experience in intergroup relations work materially facilitated the ongoing operations of this office.

As a team they continued the general anti-discrimination work of our Commission, investigating a growing number of complaints and attempting to give surcease to the worries of newcomers and the problems of older residents in their day-to-day struggle for equality of opportunity.

Some of the many programs and services rendered by the staff and its board shall be listed herein; but first we should mention the swearing-in of two very valuable and loyal new Commissioners.

TWO COMMISSIONERS NAMED IN 1962

In January, 1962, two Newark Human Rights Commissioners were appointed by former Mayor Leo F. Carlin. They were Dr. Jack York and Mr. William T. Conway.

Dr. York, a native and life-long Newarker, is a heart specialist active on the medical staff of St. Michael's and Beth Israel hospitals in Newark.

Mr. Conway, who passed away in February, 1963, was a native Newarker who served on various agencies of the State of New Jersey and was associated with the United Auto Workers.

1962 BROTHERHOOD AWARDS CELEBRATION

The Second Annual Brotherhood Awards Program honored Charles Allan Baratski, Ph. D. and Mr. Julius Herr.

Dr. Baratski, librarian at Van Buren Branch of Newark Library and subsequently candidate for Congress, was chosen because of his interest in, and work with all ethnic groups in Newark's Iron-bound Section.

Mr. Herr, a music lover and record collector for over forty years, was honored for promoting cultural folk music and religious music programs for all groups in Essex County. Although Mr. Herr was hospitalized at presentation time, our staff awarded the plaque at Beth Israel Hospital.

The Brotherhood Awards are sponsored annually by Newark Human Rights Commission and are awarded to the "ordinary citizen" who promotes brotherhood in his own way on a day-to-day continuing basis.

CLERGY ADVISORY COUNCIL

The Clergy Advisory Council, created in 1961 by the Newark Human Rights Commission, cooperated with them in evaluating, educating and attempting to eliminate prejudice in the City of Newark. The Executive Committee of the Council which consists of clergymen of most faiths and races is represented by the following individuals: Msgr. Vincent P. Coburn of St. Bridget's Church; Rev. Claude Kilgore of 13th Avenue Presbyterian Church; Rev. Philip T. McCabe, St. Thomas Aquinas Rectory; Rev. Thomas J. Carey, Queen of Angels; Rev. Homer J. Tucker, Mt. Zion Baptist Church; Rabbi Israel E. Turner, Congregation Adas Israel and Mishnayas; Rev. J. Wendell Mapson, Mt. Calvary Baptist Church; Rev. E. L. Blake, St. James A.M.E. Church and Rev. J. Sanford Lonsinger, Third Presbyterian Church.

The major concerns of the Council, in addition to religious oriented research, are: The human element in urban planning, adequate middle-income housing, the improvement of public education and the role of religion as the spiritual and moral foundation in the community.

NEWARK HUMAN RIGHTS COMMISSION'S SCHOLARSHIP PROGRAM 1962

The Newark Human Rights Commission continued its scholarship program in 1962. The recipients of five human relations scholarships, who attended the Rutgers University Workshop on Modern Trends in Intergroup Relations, were: Jacob Feldman, Director of the Group Work & Recreation Division of the Council of Social Agencies; Rev. Kinnoth Jefferson, Urban Community Relations. Minister of Trinity Methodist Church; Mrs. Sylvia Josephson, Tenant Relations Division of the Newark Housing Authority; John Farham, Urban League of Essex County and Herman Sirlin of the Newark Planning Board.

Recipients of Community Leadership Scholarships were: Mrs. William Bogner, District Chairman of the Greater Essex County Council, Girl Scouts of America; Mrs. Mattie Booker, President of the Felix Fuld Tenants Association; Mrs. Louise Green, Newark school teacher; Adolph Holmes, Industrial Relations Secretary of the Urban League of Essex County and Miss Ivory Hutchins, former Assistant Director of the Newark Human Rights Commission.

ENCAMPMENT FOR CITIZENSHIP

The Commission awarded 2 six-week scholarships to Miss Leni Silverstein and Stanley Mansbach to attend the Encampment for Citizenship at Berkeley, California.

The Encampment for Citizenship is a non-profit, non-sectarian, non-political educational experience open to persons between the ages of 18 and 23. It is the only international Human Relations program for youth in the world.

The Newark Human Rights Commission has given two deserving young Newarkers scholarships to this Camp for the past seven years.

YOUTH AND HUMAN RIGHTS

Ten Brotherhood Youth Institute Scholarships were awarded by the Newark Human Rights Commission for Newark youth to attend the National Conference of Christians and Jews' summer camp.

The Commission's awards were presented to: Marilyn Black, Joseph Bruno, Maria Farese, Peter Francis, Diane Friedman, Phyllis Moskowitz, Patricia Scott and Kenneth Booker.

The Youth Institute is a project sponsored by the National Conference of Christians and Jews. It is designed to give high school youths an opportunity to learn more about human relations through an educational and social experience of working, discussing and living together for one week.

The 1962 Institute involved 140 students from seven states representing 75 high schools.

Walter D. Chambers, former Assistant Director of the Newark Human Rights Commission and now Associate Director of the National Conference of Christians and Jews directed the institute.

CONTINUING SERVICES

The publication of the Human Relations News was continued on a quarterly basis during 1962 but will return to its bi-monthly status in 1963.

It is mailed to only 3,500 interested subscribers, but one goal for 1963 is 10,000 new and interested readers.

HUMAN RELATIONS EXECUTIVE LUNCHEONS

For the eighth year, the Human Rights Commission has taken the leadership in convening, once a month, all the directors of public and private agencies in the field of intergroup relations.

The purpose of these informal meetings is a clearing house for information and action on Civil and Human Rights concerns. It avoids duplications of programming and keeps "all of us" on the wave lengths of coordinated community action and thought.

UNITED NATIONS WEEK

This year's U.N. Day celebrations exceeded all previous performances. Dean C. Willard Heckel and the local committee of diligent workers prevailed upon Franklin Titus, Assistant Superintendent of the Newark Schools, to become U.N. Day chairman. His untiring efforts were responsible for the greatest attendance in Newark's history of this event.

Mr. Titus made such a hit with everyone he was prevailed upon to accept the leadership for 1963.

CONGRESSMAN HUGH J. ADDONIZIO BECOMES MAYOR

At mid-point of the year 1962, on July the first, Congressman Hugh J. Addonizio took office as Mayor of Newark. His unexpectedly large margin of victory was democratically enhanced by the overwhelming support he received from the Negro community and other ethnic groups in Newark's cosmopolitan population. The fact that Mayor Addonizio had called for expanding-strengthening the civil rights agency and changing its name was one of the reasons for his significant majority vote among the so-called minority population.

While Miss Ivory Hutchins carried on the work of conducting the Commission's business, the Chairman and the Director, upon his return from Rutgers in June, began preparing a program of expansion and growth in accordance with Mayor Addonizio's wishes.

STAFF SALARY PROBLEMS CONFRONT THE COMMISSION

From January until October 1, 1962, Miss Ivory Hutchins carried out most of the administrative and staff responsibilities of the agency until Executive Director Daniel S. Anthony returned.

She performed effectively and diligently as Acting Director of the Commission for almost a full year and resigned finally because of the usual job insecurities so traditional to temporary status employees. She also left because the City of Newark would not meet the salary offers of outside organizations which by now had begun to recognize her great worth.

I have discussed this point of Miss Hutchins' departure because the low salary scale which is partially responsible for her resignation is one of the major items of unfinished business constantly plaguing the on-going operation of our Commission.

In the ten years of our existence, no professional in our agency has ever undergone the experience of getting a gratuitous, voluntary or merit increase in salary. This accounts in part for the reason we have never been able to keep one of our well trained assistants.

This recurring dilemma is also the reason that the director spent almost the entire month of September in preparing job specifications for six new staff positions which will have to be filled if this Commission is to function effectively in the crucial transition years ahead.

CHANGE OF NAME

On the Tenth Anniversary of the Mayor's Commission on Group Relations the Municipal Council of Newark acted officially on the change of name of our organization and it became the Newark Human Rights Commission.

APPROPRIATIONS - EXPENDITURES

	1962	Modified			
	Approp.	Transfers	Approp.	Expended	Balance
					Current
					Approp.
<u>SERVICE BY CONTRACT</u>	\$	\$	\$	\$	\$
Photos	250.00		250.00	231.45	18.55
Machine Repairs	75.00		75.00	10.50	64.50
	325.00		325.00	241.95	83.05

MATERIAL & SUPPLIES

Stationery	500.00		500.00	310.31	189.69
Printing	4,000.00		4,000.00	2,320.45	1,679.55
	4,500.00		4,500.00	2,630.76	1,869.24

FIXED CHARGES

Postage	1,200.00+	600.00	1,800.00	1,800.00	-0-	3,000.00
Special Events	500.00		500.00	408.00	92.00	800.00
Scholarships	1,200.00		1,200.00	1,200.00	-0-	1,200.00
Educational Institute	500.00-	200.00	300.00	68.50	231.50	500.00
Conf. & Meetings	900.00-	400.00	500.00	246.35	253.65	1,200.00
Newspapers & Pamphlets	200.00		200.00	56.25	143.75	200.00
Books	200.00		200.00	128.63	71.37	200.00
Transportation	460.00		460.00	126.79	333.21	1,200.00
Lunches	220.00		220.00	97.95	122.05	280.00
Subscriptions	125.00		125.00	84.75	40.25	125.00
Dues	200.00		200.00	138.00	62.00	290.00
Films	175.00		175.00	15.00	160.00	175.00
	5,880.00	- -	5,880.00	4,370.22	1,509.78	9,170.00

EQUIPMENT

Typewriter	250.00		250.00	130.61	119.39	264.00
Furniture	-0-		-0-	-0-	-0-	900.00
	250.00		250.00	130.61	119.39	1,164.00
GRAND TOTALS	10,955.00		10,955.00	7,373.54	3,581.46	17,584.00

PRESENT STAFF OF THE COMMISSION

In January of 1962 the professional staff of the Commission consisted of an Executive Director, Assistant Director, and a Field Worker and Research Assistant.

The salary ranges for these jobs are so inadequate as to make it virtually impossible to retain these vitally important persons more than a year. The Commission, recognizing these inequities, urges the following adjustments in the ranges for these positions:

<u>Position</u>	<u>Present Range</u>	<u>Proposed Range</u>
Executive Director	\$7,500-9,800	\$12,000-15,000
Assistant "	\$6,500-9,000	\$ 8,500-11,000
Field Worker & Research Asst.	\$5,000-6,800	\$ 7,500-10,000

THE TWO NEW POSITIONS ARE

1. Community Relations Specialist (\$7,000-\$9,500)

A trained specialist in intergroup relations to aid in stabilizing neighborhoods in transition and to control tension situations. Will perform "casework" with neighborhoods and the families moving into them; promote the creation of block and community organizations; reduce feelings of prejudice and discrimination toward "Newcomers"; and correct the lies and distortions concerning property devaluation which are usually disseminated by blockbusters.

2. Spanish Affairs Coordinator (\$6,000-\$8,000)

A Spanish speaking, bilingual specialist to aid in the transition, assimilation and accommodation of Puerto Ricans, Cubans and other Spanish speaking newcomers to our City. A human relations specialist who will help the growing numbers of immigrants adjust to the manifold problems of urban life and become productive and integrated cogs in the complex machinery of Northern city living.

NEW STAFF APPOINTEES

The Newark Human Rights Commission began 1963 with 3 new staff members.

They are Ralph Zinn, Assistant Director, Mrs. Marie Gonzalez, Puerto Rican and Spanish Affairs Co-ordinator and John T. Barnes, Community Relations Specialist.

Mr. Zinn filled the vacancy created by Miss Hutchins' resignation. Mrs. Gonzalez and Mr. Barnes were named to two newly created and vitally needed services which will enlarge the scope and increase the flexibility of the Commission for N. J.

LOOKING AHEADAREAS OF CONCENTRATION FOR 1963-64

In addition to the regular annual activities of the Commission, we are aware of many shortcomings in our operations. Much remains to be done if better community attitudes in intergroup relations are to be generated in our City.

For this reason the Commission will emphasize and accelerate its education and action program in:

1. Improving police-community relations;
2. Reducing de-facto segregation in the schools;
3. Eliminating discrimination in labor unions, businesses and industry;
4. Forming neighborhood and block associations to stabilize integration;
5. Aiding families in relocation problems resulting from urban redevelopment;
6. Expanding the horizons and opportunities of youth in disadvantaged and segregated parts of the City;
7. Seeking legislation to eliminate blockbusting as well as the forced transition of apartments and neighborhoods by speculators and rent gougers.

Much of our program for 1963-4 will depend on the professional personnel available to the Commission. The "areas of concentration" proposed above are based upon a conditional program that will depend on skilled professional insight.

The Commission is indeed fortunate and grateful to Mayor Hugh J. Addonizio for his interest in our role in the life of Newark. He has added these important positions to the Commission; a Puerto Rican & Spanish Affairs Coordinator and a Community Relations Specialist. Nevertheless, for the Commission to function in an adequate manner we must have still more specially trained personnel in the following areas:

The remaining four positions we asked the Mayor and Council to authorize in 1962 will continue to be requested by us in 1963, because the Commission feels these persons are an absolute essential if we are to maintain harmonious group relations in Newark. They are as follows:

1. Housing and Relocation Specialist in Intergroup Relations (\$7,600-\$10,300)

This specially trained housing and relocation coordinator will work cooperatively with the Newark Redevelopment Agency in all of the City's neighborhoods which are and will be affected by Urban Renewal and Re-development. His job will be to aid in the satisfactory and effective relocation of the 13,000 families who will be moved during the next 4 years. He will also allay the mounting fears of an additional 17,000 persons who will be replaced during the next 10 years by Urban Renewal.

2. Youth Concerns Coordinator in Intergroup Relations (\$7,000-\$9,500)

This staff member will coordinate and integrate the activities of the numerous agencies in Newark which are now dedicated to expanded opportunities for youth and the reduction of juvenile delinquency. He will represent the Mayor and City Council in special problems relating to teenage gangs, and youth concerns of a racial or ethnic nature. He should be able to speak Spanish as well as English.

3. Schools - Community Coordinator in Intergroup Relations (\$7,000-\$9,500)

This specialist should preferably be an educator with much background in the problems of upgrading disadvantaged children in low socio-economic neighborhoods. He will maintain a consultative and cooperative relationship with the Newark Board of Education in its integration, higher horizons and human renewal programs. He will serve primary and secondary schools in implementing the "Newark Plan" and in promoting the success of the Expanded Opportunities Project feeding into South Side High School.

4. Police-Community Relations Officer (\$8,000-\$10,500)

To work with community groups and neighborhood associations in explaining the role of the policeman and improving his image in the City. To aid individual police officers, the Police Academy Staff and the Department at large in promoting better public and human relations in regard to the treatment of minority groups.

The function of this staff member is to create more harmonious police-community feelings toward the end of reducing prejudice and discrimination against policemen as well as against minority group members in the community at large.

IN CONCLUSION

With the addition of these four professionals to the staff of the Newark Human Rights Commission, the Agency could finally begin to live up to the promises envisioned and spelled out in the Newark Fair Practices Ordinance. The Commission could take the lead in launching a Human Renewal Program which could keep pace with the massive Urban Renewal Program and Redevelopment now under way in our City.

These additions to our staff will give us the manpower we need. However, the strength of members alone will be meaningless without the Mayor and Council empowering them to function as an autonomous investigatory and advisory board on human rights in our City. These powers are in fact granted the Commission by Ordinance, but the Mayor and Council have failed to implement these functions by authorizing this Agency to act on important problems of a civil or human rights nature.

Today, Newark has the largest proportional Negro and Spanish speaking population of any city north of Washington, D.C. Unless this Commission is permitted to give sensitive leadership in the burgeoning racial tensions which are plaguing our metropolis, the situation can deteriorate rather than improve.

The time for talk has passed. The day for action is here. If we cannot act for the future harmony of our neighborhoods, then segregation will increase, hostility will grow, and the gains of the past ten years can be dissipated in very short order.

Newark is the racial Achilles' heel of New Jersey and the Nation. The sooner its Human Rights Commission can be given the power it needs to begin preventing future conflict and tension difficulties, the sooner America will be on the way toward solving its No. 1 Problem.

Without this increased staff plus the power and prestige of the Mayor and Council's support of our activities, the Commission cannot properly fulfill its mission as outlined in the Ordinance under which it operates.

As our newcomer population grows each day, so do our problems of transition and adjustment. As more poorly educated children arrive from our own South, from Puerto Rico and other areas, all of the problems of education, accommodation and assimilation are enlarged.

If justice and equality for all Americans are to be maintained in our City, then the Newark Human Rights Commission must be given the legal and political power to take the leadership in this great task facing all Northern urban cities.

If we fail to revitalize the spirit of our community with a sincere, new approach to the mounting problems of our people, all of our urban renewal shall have been in vain. But if we can place the human renewal needs of disadvantaged and denied citizens before all other concerns of material accomplishments, those very people whom we save from another generation of injustice and inequality may be the very ones who will rescue our City from degeneration and despair.

Our minds and our hearts are the tools of our future even as much as the bulldozers and cement mixers which are rebuilding our cities.

We strongly feel that a Human Rights Commission should be enabled to do everything in its power to minister to the needs of the people, for only when human values come before property values will the American dream begin to come true.

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EDUCATIONAL ACTIVITIES

Conferences and Public Addresses by Staff and Speaker's Bureau

<u>No.</u> <u>Groups</u>	<u>Nature of Group</u>	<u>Approximate</u> <u>Audience</u>
21	Religious Groups	4,200
53	General Conferences and Forums	3,800
11	Elementary and High School Groups	2,440
3	Teachers Meetings	525
1	Adult Education Class	55
10	Commission Meetings and Activities	620
4	Public Celebrations	6,400
9	Community & Neighborhood Councils	225
10	Brookings Institute	60
22	Government and Public Agencies	250
3	Labor Organizations	150
3	Mayor's Committee on Youth	36
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150	Total of All Groups	18,761

SALARIES - NEWARK HUMAN RIGHTS COMMISSION

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	<u>Approp.</u>	<u>Expended</u>	<u>Balance</u>	<u>Approp.</u>
	\$	\$	\$	\$
Executive Director	7,350.00	5,276.88	2,073.12	9,800.00
Ast. Director	6,500.00	4,625.00	1,875.00	6,500.00
Field Worker & Research Asst.	5,280.00	1,827.63	3,452.37	5,000.00
Prin.Clk-Steno. (2) (1 on leave w/o p June '62)	9,600.00	6,759.11	2,840.89	9,800.00
Clerk-Steno.	-0-	1,165.33	- -	3,140.00
Community Relations Specialist	-0-	-0-		7,000.00
Puerto Rican & Spanish Affairs Coordinator	-0-	-0-		6,000.00
Overtime	<u>350.00</u>	<u>49.50</u>	<u>300.50</u>	<u>350.00</u>
TOTAL	\$ 29,080.00	19,703.45	9,376.55	47,590.00

OPERATING EXPENSES

	10,955.00	7,373.54	3,581.46	17,584.00
TOTAL	\$ 40,035.00	27,076.99	12,958.01	65,175.00

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